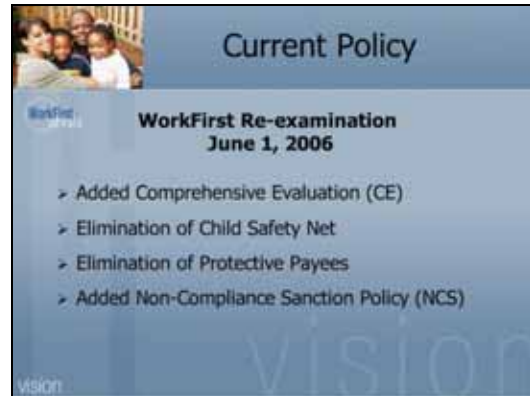




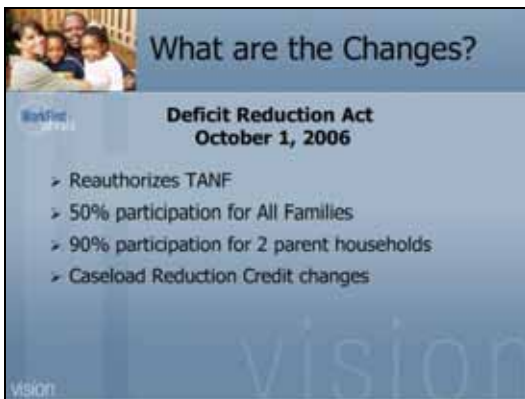
### WorkFirst Forward

Slide notes: Governor Gregoire has said that work is the best force to break the cycle of poverty for families.....WorkFirst Forward confirms and supports the partnerships commitment to the governors vision for the future. The following presentation is a brief overview of upcoming WorkFirst strategies to support the implementation of federal participation requirements. WorkFirst partners have been moving ahead with changes including the Comprehensive Evaluation and Non Compliance Sanction. It is now time to go forward with implementation of the Deficit Reduction Act. This new phase is WorkFirst Forward. The Deficit Reduction Act which reauthorized the TANF program, includes new requirements and definitions that mean changes to Washington's WorkFirst program in order to meet federal participation rates and avoid paving penalties. While federal requirements are driving changes



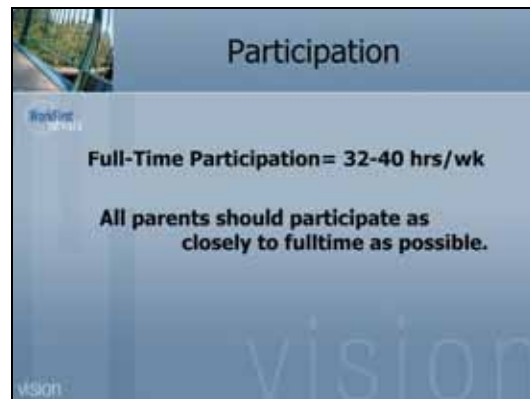
### Current Policy

Slide notes: So let's begin by briefly reviewing the changes that we have already implemented. In June, the Comprehensive Evaluation was added statewide to provide a better upfront picture of parents' education, work history and interests before the IRP was developed. At that time the Child Safety Net and Protective Payees for all sanction cases were eliminated. In September, the sanction count started over for all sanctioned households and the Non Compliance Sanction policy was implemented.



### What are the Changes?

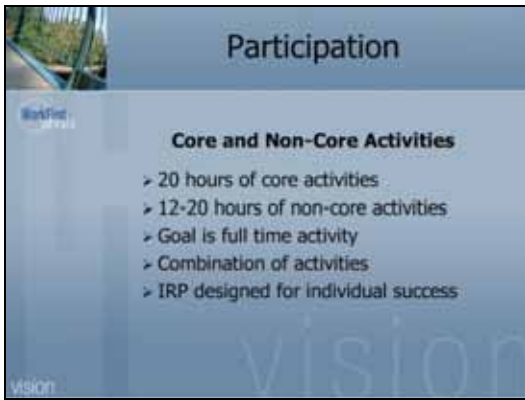
Slide notes: The Deficit Reduction Act reauthorized the TANF program at the federal level. The original TANF program was implemented in 1996 as Welfare Reform. Federal regulations require that 50% of all TANF families participate in countable WorkFirst activities and that 90% of all 2 parent households participate. Washington received credits for the high rate of caseload reduction in the early years of WorkFirst. Under the new federal regulations, we'll no longer receive those credits so our burden of meeting participation standards is increased.



### Participation

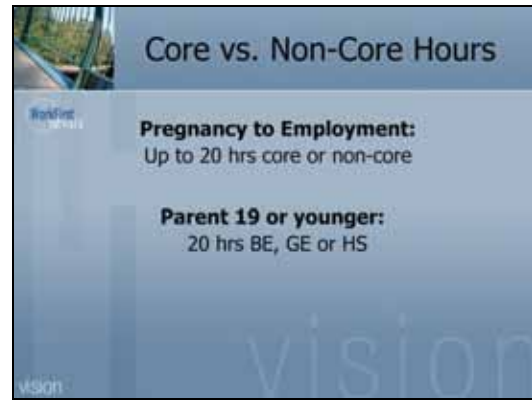
Slide notes: Washington State has made the decision to closely mirror federal requirements by continuing to require parents to participate 32 to 40 hours per week. Parents who are unable to participate fulltime should be in countable activities for as many hours as they are able, and be required to address issues that prevent them from participating fulltime.





Participation

Slide notes: We now consider countable activities FOR FEDERAL PARTICIPATION in 2 categories: core and non-core. We'll take a look in a minute at what activities are in each category. Core activities always count toward federal participation. Non-core activities do not count for federal participation unless the parent is also participating in the minimum required hours of core. Fulltime participation for all households is 32 to 40 hours per week. The change is that in order to count for federal participation, at least 20 of those hours must be in core activities and the remainder, 12 to 20 can be in core or non-core.



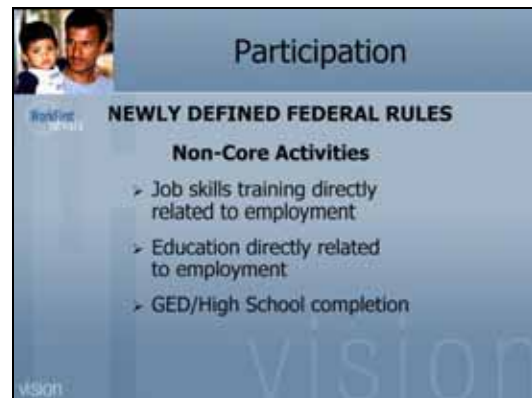
Core vs. Non-Core Hours

Slide notes: The participation requirements for pregnancy to employment parents and also parents 19 years old or younger hasn't changed. For P to E, they must participate up to 20 hours per week in core or non-core activities. Parents who are 19 or younger and don't have a high school diploma or GED are required to participate 20 hours a week in Basic Education, GED, or High School.



Participation

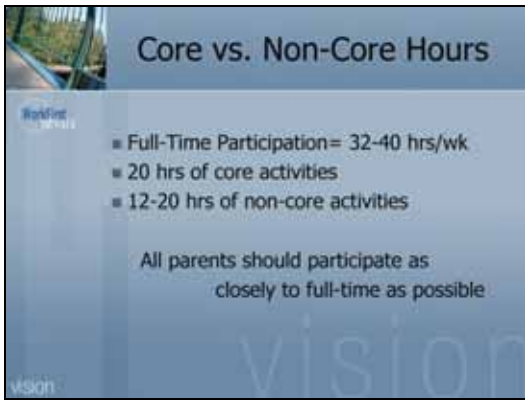
Slide notes: Here's the list of core activities, strictly defined by the federal regulations. There's really no change to the definition for unsubsidized and subsidized employment. On the job training is training in public or private sector given to a paid employee to provide the skills and knowledge for the job. The definition of job search hasn't changed. Job readiness is not only looking for work but also included as part of job preparation is short term substance abuse and mental health treatment, rehabilitation services and participating in services directly related to family violence issues. Job search and job readiness activities together are limited to 12 weeks per year. Community Jobs is a transitional jobs program, combining subsidized employment with education or other support activities. Community Service programs are structured programs within public or non-profit organizations and must



Participation 2

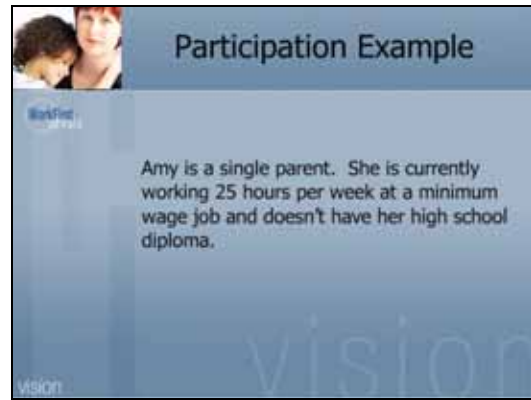
Slide notes: And here are the 3 categories of non core activities. Remember, for federal participation these are never stand alone activities. They are only countable for federal participation if the parent is also participating in the required hours of core activities. However, they may be a temporary option for some parents as they resolve issues preventing them from fulltime participation. Job skills training is training required by an employer to obtain employment or advance in a job. Education related to employment is related to a specific occupation, job or job offer. Basic Education can be blended with job skills training. The last non core activity is regular attendance in a secondary school or course to lead to a GED or high school completion. So to count for federal participation, parents can participate 12 to 20 hours a week in one of these non-core activities if





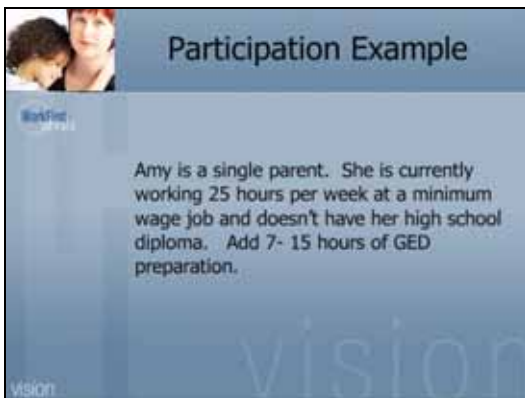
Core vs. Non-Core Hours

Slide notes: So, again, here we have the required participation in core and non core activities. Keeping in mind that partnership planning and the CE process is not changing, let's look at a couple of examples.



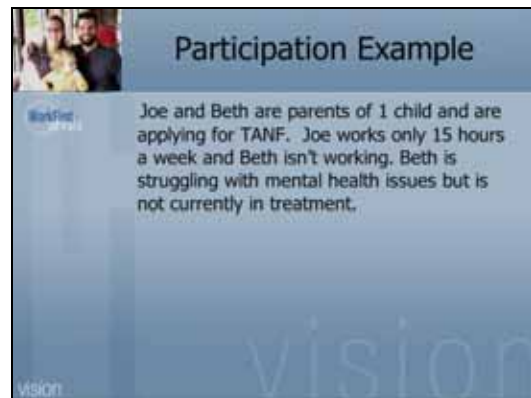
Participation Example

Slide notes: Amy is a single parent receiving TANF. She's currently working 25 hours a week but it's a minimum wage job and she probably won't advance in her career as she doesn't have a high school diploma.



Participation Example

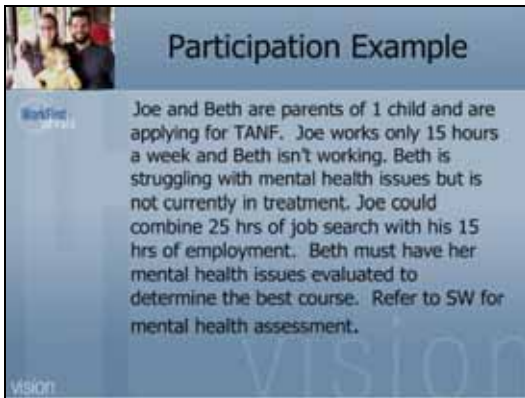
Slide notes: As she has over 20 hours in a core activity—unsubsidized employment, Amy can add GED preparation which is a non core activity. She will need to participate 7 to 15 hours per week in this non-core activity in order to bring her up to full time.



Participation Example

Slide notes: In this next example we have a 2 parent household. Joe works only 15 hours a week and Beth is unemployed. So what is their federal participation requirement? Right, 32 to 40 hours each and, they must each be in at least 20 hours of core activities. So, what could be a plan for this family?



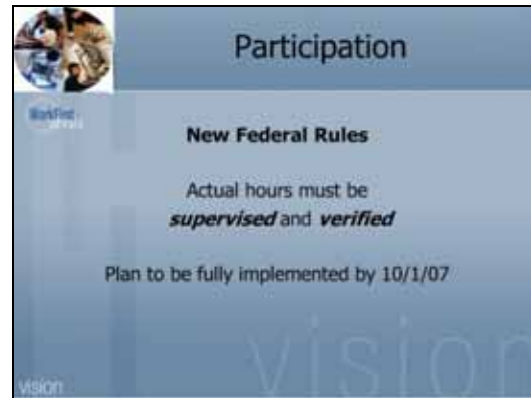


**Participation Example**

Joe and Beth are parents of 1 child and are applying for TANF. Joe works only 15 hours a week and Beth isn't working. Beth is struggling with mental health issues but is not currently in treatment. Joe could combine 25 hrs of job search with his 15 hrs of employment. Beth must have her mental health issues evaluated to determine the best course. Refer to SW for mental health assessment.

#### Participation Example

Slide notes: Since Joe has 15 hours of unsubsidized employment, he could be referred to Job Search for 25 hours a week. That would meet fulltime participation for Joe and it would all be in core activities. Beth should be referred to a social worker for a mental health assessment. Although this referral may not result in a countable activity, it is an essential first step in helping Beth move toward full-time participation. We will continue to assess and help parents address barriers to self-sufficiency. Beth must understand her responsibility to follow through with the assessment and treatment and to continue working toward the goal of full time participation and self-sufficiency.



**Participation**

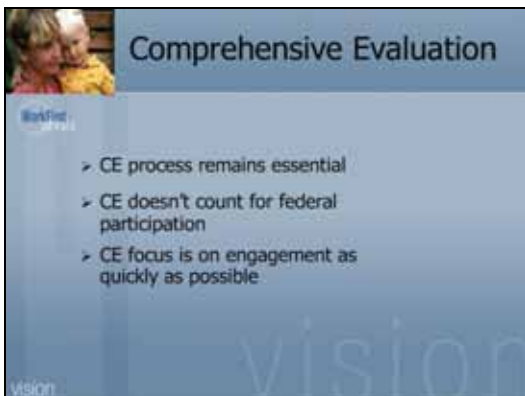
**New Federal Rules**

Actual hours must be **supervised** and **verified**

Plan to be fully implemented by 10/1/07

#### Participation

Slide notes: Currently we count scheduled hours of participation. Under the new federal rules, states are now required to verify actual hours to meet the participation rate. Most activities are required to be supervised on a daily basis and the actual hours of participation verified. The partnership is in the process of defining how hours will be verified and supervised. As that process is determined it will be gradually implemented. The verification plan must be fully implemented by October 1st, 2007.



**Comprehensive Evaluation**

- CE process remains essential
- CE doesn't count for federal participation
- CE focus is on engagement as quickly as possible

#### Comprehensive Evaluation

Slide notes: The comprehensive evaluation process itself is not changing. The CE continues to be a tool to engage the parent in the process of developing an employment plan that will quickly connect them to countable activities that will prepare them for employment. However, it is not included as a core or non-core activity so it doesn't count for federal participation. For that reason, we must re-double our efforts to streamline the process so parents can move quickly from CE to countable activity. Across the state, partners continue to work together to keep expectations for completion high and the process smooth.



**Sanction**

- Case Staffing prior to sanction
- Supervisory Sign-off
- 40% reduction in grant
- Monthly reengagement attempts
- 4 weeks participation to lift sanction
- Sanction lifted 1<sup>st</sup> of following month

#### What is Not Changing

Slide notes: The sanction process is not changing. It remains an important tool to re-engage parents. We'll continue to do a sanction case staffing with supervisory sign off prior to the 40 % reduction in benefits. Staff will attempt to contact the parent monthly to re-engage. Sanctions will continue to be lifted the 1st of the month following four consecutive weeks of participation.





What is Not Changing

Slide notes: The policy and processes for non compliance sanction are not changing. A non compliance case staffing will be completed in month 4 or 5 of the sanction. If the parent doesn't attend the staffing, a home visit will be attempted. The administrator will approve the NCS recommendation and then it will be forwarded to the Sanction Review Panel. If supported by the panel, the TANF grant will be closed after 6 months in sanction.



What is Not Changing

Slide notes: After termination for non compliance sanction, if the parent reapplies within 6 months, they must participate in WorkFirst for four consecutive weeks before the grant will be reopened. After reestablishing eligibility, if the case goes into sanction again, they will be closed for non compliance after only three months.



Specialized Caseloads

Slide notes: Our first strategy to maximize participation is the implementation of specialized caseloads no later than November 30th, 2006. Sanctioned cases will be assigned to a specialized caseload by the end of the 1st month of sanction. The goal is to re-engage these parents as quickly as possible to increase their chances of becoming self sufficient and also to prevent the negative affect sanction cases have on our ability to meet the federal participation rate.



Specialized Caseloads

Slide notes: Two parent households will also be managed in specialized caseloads. Again, this is to increase their ability to become self sufficient and also to concentrate efforts to meet the 2 parent household federal participation requirement of 90% in fulltime countable activities. Strategies to maximize participation will be applied to engage the families. Parents assigned to these caseloads must have access to a social worker.





WorkFirst Forward 2007

Slide notes: At the beginning of this presentation, we confirmed the commitment of our partnership to help families achieve self sufficiency, even as federal requirements drive changes in the WorkFirst program. To do that while also avoiding federal penalties, we must increase participation options for parents. New structured Community Service and Community work experience programs are being developed and increased capacity in Community Jobs, LEP and some educational programs will be created. Each parent must be given the opportunity to participate in the most appropriate activity that will lead them to employment. This brief overview is a look into the future of our workfirst program as the partnership begins a phased implementation of the changes required by the deficit reduction act. In the coming months. you will hear about new strategies for maximizing participation



WorkFirst Forward

Slide notes: Now that you have completed this workfirst overview, please click on the box at the bottom of the slide. It will take you to a certificate that you will print and sign. When you have done so, please give it to your supervisor. Thanks for your attention.